

Message Text

UNCLASSIFIED

PAGE 01 AMMAN 03259 101404Z
ACTION NEA-10

INFO OCT-01 ISO-00 MMO-04 PER-05 NEAE-00 /020 W
-----069940 101428Z /42

P 101254Z APR 78
FM AMEMBASSY AMMAN
TO SECSTATE WASHDC PRIORITY 5710

UNCLAS AMMAN 3259

E.O. 11652: N/A
TAGS: AFSP, AMGT
SUBJECT: HIRING LIMITATION

REF: A) AMMAN 3147
B) STATE 090483

1. POSITION 5-16 ONLY VACANCY TO BE FILLED AS NO OTHER
MISSION EMPLOYEE NOW INTERESTED IN TRANSFER. EMBASSY
WILL HIRE FROM OUTSIDE.

2. JAO POSITION WE HAVE VACANT IS SR. CLERK WHO
PROVIDES SECRETARIAL SUPPORT TO B&F SECTION CONSISTING
OF ONE AMERICAN OFFICER AND FOUR OTHER LOCAL EMPLOYEES.
POSITION ALSO RESPONSIBLE FOR VOUCHERING ALL MISSION
BILLINGS, T&A SUBMISSIONS AND ALL TRANSITTALS TO RFC
PARIS. WORKLOAD IN B&F UNIT HEAVY AND REPIDLY INCREASING
AS MORE AMERICAN AND LOCAL POSITIONS ARE BEING ADDED TO
OTHER AGENCIES' COMPLEMENT WHO HAVE ACTIVE PROGRAMS IN
AMMAN. IF WE LOSE THIS POSITION B&F WILL SUFFER CLERICAL
INTERRUPTIONS AND ACCOUNTING SERVICES PRESENTLY BEING PERFORMED
BY THIS POSITION WHICH WILL BE TRANSFERED BACK TO
OTHER AGENCIES. WE DO NOT HAVE ADEUQATE FLEXIBILITY
OR STAFF TO ABSORB FULL WORKLOAD WITHIN REMAINING
EMPLOYEES IN B&F

3. EMBASSY'S INTERPRETATION OF DEPARTMENT'S POSITION
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CONTAINED REF B IMPLIES POSTS IN FIELD NO LONGER HAVE
DISCRETIONARY FLEXIBILITY FOR FILLING POSITION FOOM
WITHIN WHOUT JUSTIFICATION AND DEPARTMENT'S APPROVAL.
IF SO, WE CANNOT UNILATERLALY MOVE QUALIFIED LOWER GRADE
EMPLOYEES INTO SLOTS WITH GREATER RESPONSIBILITY. IF
POST MUST JUSTIFY FILLING POSITION BEING VACATED BY
INTERNAL TRANSFER, IT APPEARS TO US WE ARE TAKING

UNREASONABLE RISK OF LOSING NOT ONE POSITION BUT POSSIBLY TWO. IF THIS IS A DEPARTMENT POLICY THERE WILL BE A TREND TO CUT OFF INTERNAL PROMOTION AVENUE OF MOVING QUALIFIED ON-BOARD EMPLOYEES INTO SENIOR POSITIONS WITH GREATER RESPONSIBILITY. PART OF THIS MISSION'S PERSONNEL PROGRAM IS TO ANNOUNCE ALL VACANCIES WITHIN BEFORE RECRUITING FROM OUTSIDE. INTERNAL PROMOTION IS A VALUABLE INCENTIVE FOR FSLs IN LOWER GRADE POSITIONS AND WE WOULD HOPE THAT THE DEPARTMENT COULD BECOME MORE FLEXIBLE IN ITS POLICY FOR FILLING VACANT LOCAL POSITIONS.
PICKERING

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NNN

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